

DRAFT WORKPLAN 2019-20

Overall mission

The overall mission of the European Pride Organisers Association (EPOA) is to support and promote its members, to encourage and facilitate the growth of the Pride movement in Europe, and to advocate for the Pride movement at national and international level.

Members of the Board of EPOA have functional responsibilities to carry out certain aspects of work in contribution to the achievement of this overall mission. These are listed under 4.2 in the [EPOA Bylaws](#). Their specific responsibilities for 2019-20 are detailed below, and members are asked to approve this Workplan.

All board members

- To attend and participate in a majority of board meetings, attend EuroPride and the Annual General Meeting, and to represent the Association and advocate for the Pride movement at every opportunity
- Where there is a change in Board Member, to complete handover from the predecessor by the time of the November 2019 board meeting

President

- To provide strategic leadership to the board
- To support new board members in their induction to the role
- To represent the board in the media, and to be the lead spokesperson
- To encourage further diversity in the organisation at board elections in 2020
- To continue to be the key liaison point with InterPride and attend the InterPride conference
- Work with InterPride in developing joint projects funded through external grants

Secretary

- To continue to provide support to board meetings including minutes
- To ensure EPOA adheres to its responsibilities under the Constitution, Bylaws, and as an international not-for-profit association registered in Belgium
- To ensure all communications for the AGM are issued on time
- To answer all public enquiries with the support of other board members

Treasurer

- Invoicing of all members in January 2020, and of new members upon acceptance
- Develop (by November 2019 board meeting) a budget for 2020
- Develop (by spring 2020 board meeting) a draft financial plan for 2020-2022
- Explore additional funding opportunities outside of membership and EuroPride fees
- Work with the Auditor for 2019's accounts, appointed at the 2019 AGM, in preparation for their reporting at the 2020 AGM

Communications & Media Coordinator

- Manage all EPOA social media channels, website, and public relations activity
- Continue to work to position EPOA as *the* key source of information on Pride in Europe
- Evaluate the three-year Communications Strategy approved in January 2017 and present a future Strategy at board in early 2020 (available to members upon request)
- Continue publication of monthly email Newsletter for members
- Continue to develop external communications and achieve further audience growth
- Continue to develop member communications and supporting members' own communications
- Support and manage the volunteer Communications Officer(s)
- Manage EPOA's online resources including board discussion groups, and Microsoft platform

Conference Coordinator

- To work with the host city of the EPOA AGM in 2020 to ensure the event is well planned, well attended, and as accessible as possible
- To organise all board meetings, including liaison with host organisations (where applicable), and manage board members' travel and accommodation
- To liaise with InterPride to ensure EPOA members' attendance and participation in their AGM and annual conference
- To convene and facilitate a working group to explore options for celebration of EPOA's thirtieth anniversary in 2021/2022.

EuroPride Coordinator

- Continue implementation the 'Strengthening EuroPride' paper approved at the AGM in 2018 and continue to facilitate the EuroPride Advisory Board
- Continue to work with organisers of EuroPride 2020, WorldPride 2021, and the chosen hosts of EuroPride 2022 to support the development of their events
- Work with members bidding for EuroPride 2023 to support the development of their bids
- Ensure appropriate reporting from EuroPride hosts at the AGM

Human Rights Coordinator

- Be EPOA's liaison point with key partners such as OutRight International, ILGA and ILGA Europe
- Be alert to national, European and international human rights issues and campaigns, and alert the Board to these
- Manage applications to the Solidarity Fund, and make recommendations to the Board

Membership & Outreach Coordinator

- Develop and manage new database of members
- Refer new membership applications to board for consideration
- Coordinate series of five webinars for member Prides, to begin spring 2020 [carried over from 2019, due to vacancy]
- Strengthen relationships with existing national Pride platforms and, where possible, attend national conferences etc
- Support the development of new and emerging national Pride platforms
- With other board members, work to increase membership in EEA states (EU plus Iceland, Norway, Switzerland, UK) by 20% in 2019-20
- Enhance role of Membership & Outreach Coordinator as members' main contact point with EPOA, ensuring strong information flow between the organisations